Public Workforce and Capability

Roles, learning, capacity, and succession

PUBLIC SERVICE PROFESSIONAL COLLECTION
Public Administrator
CSUC-PSP-006

Where This Book Fits

> **Collection:** PUBLIC SERVICE PROFESSIONAL COLLECTION
>
> **Pathway:** Public Administrator
>
> **For:** HR; supervisors; workforce planners
>
> **Purpose:** Map workforce systems without replacing employment law or policy.

How to Use This Book

Read from the beginning for a guided introduction, or use the contents and topic finder to locate specific material. Source modules retain their recorded order and identity. Where local law, policy, or professional direction applies, consult the controlling authority.

Connection to the Civic Station Library

This volume is part of the Civic Station Universal Core library. The source archive remains the durable record; this book provides a reader-oriented route through selected material.

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Main Content

Selected Source Materials

> This section presents selected source materials related to the purpose of this volume.

Operational Capability Development Systems Handbook

OM-1121 Operational Capability Development Systems Handbook

Purpose

The Operational Capability Development Systems Handbook establishes a framework for systematically improving the knowledge, skills, tools, and organizational capacity of Civic Stations. Capability development ensures that volunteers and teams are prepared to meet evolving community needs while maintaining effective, ethical, and sustainable operations.

Objectives

- Develop organizational capabilities over time. • Improve volunteer

knowledge and practical skills. • Expand operational effectiveness. • Encourage innovation and responsible experimentation. • Prepare Civic Stations for future growth.

Capability Development Principles

1. Invest in people as well as processes.

2. Build capabilities incrementally.

3. Share knowledge across teams.

4. Encourage continuous learning.

5. Evaluate new capabilities before broad adoption.

6. Document successful practices.

Capability Development Cycle

1. Assess current capabilities.

2. Identify capability gaps.

3. Establish development priorities.

4. Design training and improvement initiatives.

5. Implement new capabilities.

6. Measure outcomes.

7. Refine based on lessons learned.

8. Repeat as organizational needs evolve.

Core Capability Areas

Examples include: • Leadership development • Volunteer training • Communication skills • Project management • Technical proficiency • Community engagement • Operational planning • Decision-making

Supporting Capability Growth

Organizations should: • Encourage mentoring. • Provide learning resources. • Recognize volunteer achievements. • Promote cross-functional experience. • Capture and share best practices. • Review capability progress regularly.

Measures of Success

Capability development may be evaluated through: • Increased volunteer competency • Improved project outcomes • Faster onboarding • Higher volunteer retention • Expanded organizational capacity • Greater community impact

Relationship to Other Manuals

OM-1121 builds upon OM-1120 Operational Resilience Systems by shifting from protecting existing operations to intentionally expanding organizational capabilities. It serves as the opening handbook for the Capability Development portion of the Operating Model series and lays the foundation for future manuals covering leadership development, training systems, mentoring, and workforce planning.

End of OM-1121

Operational Enterprise Capability Mapping Systems Handbook

OM-1139 Operational Enterprise Capability Mapping Systems Handbook

Purpose

The Operational Enterprise Capability Mapping Systems Handbook establishes a framework for identifying, documenting, assessing, and improving the core capabilities required to fulfill the Civic Station mission. Capability mapping provides a structured view of what the organization must be able to do, regardless of how responsibilities or organizational structures change.

Objectives

- Identify mission-critical organizational capabilities. • Improve

alignment between strategy and operations. • Detect capability gaps and redundancies. • Guide investment in people, processes, and technology. • Support sustainable organizational growth.

Capability Mapping Principles

1. Focus on capabilities rather than organizational charts.

2. Define capabilities in mission-oriented language.

3. Document relationships between capabilities.

4. Evaluate capability maturity objectively.

5. Update capability maps as the organization evolves.

6. Use capability maps to guide improvement priorities.

Capability Mapping Process

1. Define mission outcomes.

2. Identify major capability domains.

3. Break domains into supporting capabilities.

4. Document ownership and dependencies.

5. Assess current capability maturity.

6. Identify capability gaps.

7. Prioritize improvement initiatives.

8. Review and update capability maps regularly.

Typical Capability Domains

Examples include: • Governance • Volunteer management • Community engagement • Communications • Education and training • Information management • Technology services • Operational support

Capability Management Practices

Organizations should: • Maintain a central capability map. • Document capability owners. • Link capabilities to strategic objectives. • Review capabilities during planning cycles. • Track capability improvements over time. • Preserve historical versions of capability maps.

Measures of Success

Capability mapping effectiveness may be evaluated through: • Improved strategic alignment • Clear understanding of organizational strengths • Faster identification of capability gaps • Better prioritization of improvement efforts • Reduced duplication of effort • Increased organizational adaptability

Relationship to Other Manuals

OM-1139 builds upon OM-1138 Operational Strategic Planning Support Systems by providing a structured inventory of the capabilities required to achieve strategic objectives. It establishes the foundation for future manuals covering organizational maturity assessment, strategic portfolio management, enterprise transformation, and long-term organizational evolution.

End of OM-1139

Operational National Civic Capability Management Systems Handbook

OM-1202 Operational National Civic Capability Management Systems Handbook

Purpose

The Operational National Civic Capability Management Systems Handbook establishes a framework for helping Civic Stations identify, develop, coordinate, and sustain civic capabilities across a nationwide network. Capability management focuses on ensuring that people, knowledge, resources, processes, and partnerships remain prepared to support long-term civic objectives.

Objectives

- Identify critical civic capabilities. • Develop capability improvement

plans. • Coordinate capability growth across Civic Stations. • Measure readiness using objective indicators. • Sustain long-term national civic capacity.

Capability Management Principles

1. Capabilities should support mission objectives.

2. Readiness requires continual investment.

3. Local strengths contribute to national capability.

4. Standard measurement improves planning.

5. Collaboration expands available capacity.

6. Continuous assessment enables continuous improvement.

Capability Lifecycle

1. Identify required capabilities.

2. Assess current readiness.

3. Prioritize capability gaps.

4. Develop improvement initiatives.

5. Coordinate implementation.

6. Measure results objectively.

7. Preserve successful practices.

8. Repeat the capability management cycle.

Capability Areas

Examples include: • Volunteer readiness • Leadership development • Civic education • Communications • Knowledge management • Community partnerships • Operational planning • Organizational resilience

Management Practices

Organizations should: • Maintain documented capability inventories. • Review readiness at regular intervals. • Share capability improvements across the network. • Preserve documentation for future leaders. • Coordinate investments with strategic priorities. • Align capability development with mission goals.

Measures of Success

National civic capability management may be reflected by: • Improved readiness across Civic Stations • Strong leadership depth • Consistent operational standards • Faster organizational learning • Effective nationwide coordination • Sustainable long-term civic capacity

Relationship to Other Manuals

OM-1202 builds upon OM-1201 Operational Enterprise-Scale Civic Operations Systems by ensuring enterprise-scale operations are supported by measurable, continually improving civic capabilities. It establishes the foundation for future manuals covering resilient civic enterprises, national civic excellence, and the continued evolution of Civic Stations.

End of OM-1202

Operational National Civic Capability Architecture Systems Handbook

OM-1222 Operational National Civic Capability Architecture Systems Handbook

Purpose

The Operational National Civic Capability Architecture Systems Handbook establishes a framework for organizing Civic Stations into a scalable national capability while preserving local independence. The architecture provides shared standards, interoperable practices, and coordinated communication so communities can collaborate effectively without sacrificing local decision- making.

Objectives

- Establish a scalable national civic framework. • Promote

interoperability among Civic Stations. • Encourage shared operational standards. • Improve nationwide coordination. • Strengthen long-term civic capability.

National Capability Architecture Principles

1. Local communities remain the foundation of civic capability.

2. Shared standards enable effective cooperation.

3. Interoperability is more valuable than uniformity.

4. Information should flow efficiently throughout the network.

5. Capability should be distributed rather than centralized.

6. Continuous improvement strengthens the entire architecture.

Architecture Lifecycle

1. Define common operational standards.

2. Build interoperable communication pathways.

3. Organize regional and national coordination.

4. Measure capability using objective indicators.

5. Identify architectural improvements.

6. Implement enhancements incrementally.

7. Document lessons learned.

8. Repeat the capability improvement cycle.

Architecture Focus Areas

Examples include: • Civic Station interoperability • Regional coordination • Volunteer capability • Information sharing • Leadership development • Operational standards • Resource coordination • Long-term planning

Management Practices

Organizations should: • Maintain current interoperability documentation.

- Review shared standards regularly. • Encourage cross-region

collaboration. • Preserve architectural documentation. • Share successful practices nationally. • Align capability development with mission objectives.

Measures of Success

National civic capability architecture may be reflected by: • Reliable interoperability • Effective nationwide coordination • Strong regional collaboration • Scalable organizational growth • Improved resilience • Sustained mission effectiveness

Relationship to Other Manuals

OM-1222 builds upon OM-1221 Operational Resilient Civic Networks Systems by providing a structured architectural model for coordinating resilient civic networks at a national scale. It establishes the foundation for future manuals covering federated civic resilience, national civic operating doctrine, and the continued evolution of Civic Stations.

End of OM-1222

Universal Workforce Management Framework

CSA-048 — Universal Workforce Management Framework Version: Draft 0.1 Series: Civic Station Architecture Status: Architecture Planning Document

1. PURPOSE

This framework establishes a standardized approach for planning, developing, supporting, and sustaining the workforce required to accomplish the Civic Station mission across all organizational levels.

2. OBJECTIVES

- Align workforce planning with mission priorities.
- Recruit and retain qualified personnel and volunteers.
- Develop skills and leadership capacity.
- Promote safe, inclusive, and ethical workplaces.
- Ensure continuity of critical roles.
- Improve workforce effectiveness over time.

3. WORKFORCE MANAGEMENT PRINCIPLES

Workforce management should be:

- Mission-aligned
- People-centered
- Competency-driven
- Inclusive
- Ethical
- Continuously improved

4. WORKFORCE COMPONENTS

The workforce may include:

- Employees
- Volunteers
- Contractors
- Advisors
- Partner organizations
- Interns and apprentices
- Temporary personnel

5. WORKFORCE LIFECYCLE

Personnel should progress through:

- Workforce planning
- Recruitment
- Selection
- Onboarding
- Development
- Performance support
- Career progression
- Succession or separation

6. WORKFORCE DEVELOPMENT

Organizations should provide:

- Orientation
- Role-specific training
- Continuing education

- Leadership development
- Knowledge sharing
- Mentorship opportunities

7. PERFORMANCE INDICATORS

Workforce performance may include:

- Staffing levels
- Retention
- Competency attainment
- Training completion
- Employee and volunteer engagement
- Leadership readiness
- Safety metrics

8. GOVERNANCE

Leadership shall establish workforce policies, approve staffing strategies, support professional development, and ensure compliance with applicable laws and organizational standards.

9. CONTINUAL IMPROVEMENT

Workforce practices should improve through surveys, performance reviews, lessons learned, workforce analytics, and stakeholder feedback.

10. SUCCESS CRITERION

Every Civic Station deployment should maintain a capable, engaged, ethical, and sustainable workforce that supports mission execution and continuous organizational improvement while remaining consistent with the Universal Core architecture.

Universal Core Workforce Governance Framework

CSA-2251 Civic Station Architecture Universal Core Workforce Governance Framework

Purpose

This document establishes the Universal Core Workforce Governance Framework for the Civic Station Universal Core. It defines enterprise standards for workforce authority, executive oversight, workforce policies, ethics, compliance, accountability, and continual governance improvement.

Definition

Universal Core Workforce Governance is the structured system of leadership, authority, policies, oversight, and accountability that directs how the organization governs its workforce in alignment with mission objectives, professional standards, and public trust.

Objectives

- Establish clear workforce governance across the enterprise. • Define

workforce authority and accountability. • Standardize workforce policies and governance processes. • Ensure ethical conduct and regulatory compliance. • Strengthen stewardship of organizational human capital.

Guiding Principles

1. Workforce authority should be clearly documented.

2. Governance decisions should be transparent and mission-aligned.

3. Ethical conduct is a foundational workforce expectation.

4. Compliance should be monitored continuously.

5. Governance should mature through assessment and continual learning.

Workforce Governance Domains

Governance Structure - Executive oversight - Workforce governance committees - Decision authority - Governance reviews

Authority and Accountability - Delegated authority - Supervisory responsibilities - Accountability frameworks - Escalation procedures

Policies and Standards - Workforce policies - Professional standards - Code of conduct - Documentation requirements

Compliance and Ethics - Legal compliance - Ethical oversight - Internal reviews - Corrective actions

Governance Improvement - Governance metrics - Lessons learned - Maturity assessments - Continuous refinement

Workforce Governance Process

1. Establish workforce governance requirements.

2. Assign workforce authority and accountability.

3. Implement workforce policies and standards.

4. Monitor governance performance and compliance.

5. Conduct executive workforce governance reviews.

6. Evaluate governance effectiveness.

7. Continually improve workforce governance.

Workforce Governance Review Questions

- Are workforce authorities clearly defined?
- Are workforce policies consistently applied?
- Is ethical conduct actively supported?
- Is compliance effectively monitored?
- What improvements will strengthen workforce governance?

Characteristics of Effective Workforce Governance

- Transparent • Accountable • Ethical • Consistent • Strategic •

Reliable • Mission-Centered

Relationship to Other Frameworks

This framework extends:

- CSA-2250 Universal Core Human Capital Management Architecture

Framework

- CSA-2248 Universal Core Financial Architecture Integration Framework
- CSA-2238 Universal Core Change Architecture Integration Framework
- CSA-2228 Universal Core Portfolio Architecture Integration Framework
- CSA-2218 Universal Core Project Architecture Integration Framework
- CSA-2208 Universal Core Program Architecture Integration Framework
- CSA-2198 Universal Core Quality Architecture Integration Framework
- CSA-2188 Universal Core Performance Architecture Integration

Framework

- CSA-2178 Universal Core Risk Architecture Integration Framework
- CSA-2168 Universal Core Decision Architecture Integration Framework
- CSA-2158 Universal Core Knowledge Architecture Integration Framework
- CSA-2149 Universal Core Information Architecture Integration

Framework

- CSA-2130 Universal Core Resource Architecture Integration Framework
- CSA-2120 Universal Core Service Lifecycle Integration Framework

It establishes the Workforce Governance domain within the Universal Core Human Capital Management Architecture, providing enterprise standards for workforce oversight, authority, ethics, compliance, accountability, and continual governance improvement.

Editorial Guidance

Workforce governance should ensure that every organizational role operates within a clear framework of authority, responsibility, ethics, and accountability. Civic Stations should use disciplined workforce governance to develop professional organizations that maintain public trust while advancing their mission.

End of CSA-2251

Universal Core Workforce Planning Framework

CSA-2252 Civic Station Architecture Universal Core Workforce Planning Framework

Purpose

This document establishes the Universal Core Workforce Planning Framework for the Civic Station Universal Core. It defines enterprise standards for workforce forecasting, staffing strategies, capability assessments, succession planning, organizational design, resource planning, and long-range workforce sustainability.

Definition

Universal Core Workforce Planning is the disciplined process of forecasting future workforce requirements, evaluating organizational capabilities, developing staffing strategies, and aligning human resources with strategic objectives to ensure mission success.

Objectives

- Establish consistent enterprise workforce planning practices. • Align

workforce plans with strategic objectives. • Forecast future staffing and capability requirements. • Strengthen succession planning and organizational resilience. • Promote long-term workforce sustainability.

Guiding Principles

1. Workforce planning should support approved strategic priorities.

2. Planning should be evidence-informed and data-driven.

3. Workforce capability should be evaluated continually.

4. Succession planning should reduce organizational risk.

5. Workforce plans should be reviewed and refined regularly.

Workforce Planning Domains

Strategic Workforce Planning - Mission alignment - Workforce objectives - Long-range planning - Organizational priorities

Workforce Forecasting - Staffing forecasts - Demand analysis - Supply analysis - Scenario planning

Capability Assessment - Skills inventories - Competency analysis - Gap identification - Workforce readiness

Succession and Organizational Planning - Succession planning - Leadership pipelines - Organizational design - Position continuity

Planning Improvement - Workforce metrics - Benchmarking - Lessons learned - Continuous refinement

Workforce Planning Process

1. Define workforce objectives.

2. Forecast workforce demand and supply.

3. Assess workforce capabilities and gaps.

4. Develop staffing and succession strategies.

5. Align workforce plans with organizational priorities.

6. Obtain governance approval.

7. Continually review and improve workforce plans.

Workforce Planning Review Questions

- Are workforce plans aligned with strategic priorities?
- Are staffing forecasts realistic and evidence-based?
- Have critical capability gaps been identified?
- Is succession planning reducing organizational risk?
- What improvements will strengthen workforce planning?

Characteristics of Effective Workforce Planning

- Strategic • Sustainable • Evidence-Informed • Adaptive • Collaborative
- Accountable • Mission-Centered

Relationship to Other Frameworks

This framework extends:

- CSA-2250 Universal Core Human Capital Management Architecture

Framework

- CSA-2251 Universal Core Workforce Governance Framework
- CSA-2248 Universal Core Financial Architecture Integration Framework
- CSA-2238 Universal Core Change Architecture Integration Framework
- CSA-2228 Universal Core Portfolio Architecture Integration Framework
- CSA-2218 Universal Core Project Architecture Integration Framework
- CSA-2208 Universal Core Program Architecture Integration Framework
- CSA-2198 Universal Core Quality Architecture Integration Framework
- CSA-2188 Universal Core Performance Architecture Integration

Framework

- CSA-2178 Universal Core Risk Architecture Integration Framework
- CSA-2168 Universal Core Decision Architecture Integration Framework
- CSA-2158 Universal Core Knowledge Architecture Integration Framework

- CSA-2149 Universal Core Information Architecture Integration

Framework

- CSA-2130 Universal Core Resource Architecture Integration Framework
- CSA-2120 Universal Core Service Lifecycle Integration Framework

It establishes the Workforce Planning domain within the Universal Core Human Capital Management Architecture, providing enterprise standards for workforce forecasting, capability assessment, succession planning, organizational design, and continual planning improvement.

Editorial Guidance

Workforce planning should translate strategic priorities into sustainable staffing and capability roadmaps. Civic Stations should use disciplined planning to ensure they have the right people, with the right skills, in the right roles, at the right time while maintaining resilience and public trust.

End of CSA-2252

Universal Core Workforce Development Framework

CSA-2254 Civic Station Architecture Universal Core Workforce Development Framework

Purpose

This document establishes the Universal Core Workforce Development Framework for the Civic Station Universal Core. It defines enterprise standards for training, professional development, leadership development, competency management, knowledge transfer, certifications, and lifelong organizational learning to strengthen workforce capability and mission performance.

Definition

Universal Core Workforce Development is the disciplined process of improving employee knowledge, skills, abilities, leadership capability, and professional growth through structured learning and continual development aligned with organizational objectives.

Objectives

- Establish consistent enterprise workforce development practices. •

Strengthen employee knowledge, skills, and competencies. • Develop future leaders and subject matter experts. • Promote knowledge sharing and organizational learning. • Improve long-term workforce capability and resilience.

Guiding Principles

1. Workforce development should support strategic organizational

objectives.

2. Learning should be continuous throughout employment.

3. Development opportunities should be equitable and merit-based.

4. Knowledge transfer should preserve organizational capability.

5. Workforce development should be evaluated and continually improved.

Workforce Development Domains

Training and Education - Orientation - Technical training - Continuing education - Skills enhancement

Professional Development - Career growth - Competency development - Certifications - Professional standards

Leadership Development - Leadership pipelines - Mentoring - Executive development - Succession preparation

Knowledge Management - Knowledge transfer - Documentation - Communities of practice - Organizational learning

Development Improvement - Learning analytics - Capability assessments - Lessons learned - Continuous refinement

Workforce Development Process

1. Assess workforce development needs.

2. Develop learning and competency plans.

3. Deliver education, training, and development.

4. Support leadership and professional growth.

5. Capture and transfer organizational knowledge.

6. Evaluate development outcomes.

7. Continually improve workforce development programs.

Workforce Development Review Questions

- Are employees gaining needed competencies?
- Are development programs supporting mission objectives?
- Is leadership capability improving?
- Is organizational knowledge being preserved?
- What improvements will strengthen workforce development?

Characteristics of Effective Workforce Development

- Strategic • Collaborative • Evidence-Informed • Adaptive • Sustainable
- Measurable • Mission-Centered

Relationship to Other Frameworks

This framework extends:

- CSA-2250 Universal Core Human Capital Management Architecture

Framework

- CSA-2251 Universal Core Workforce Governance Framework
- CSA-2252 Universal Core Workforce Planning Framework
- CSA-2253 Universal Core Talent Management Framework
- CSA-2248 Universal Core Financial Architecture Integration Framework
- CSA-2238 Universal Core Change Architecture Integration Framework
- CSA-2228 Universal Core Portfolio Architecture Integration Framework
- CSA-2218 Universal Core Project Architecture Integration Framework
- CSA-2208 Universal Core Program Architecture Integration Framework
- CSA-2198 Universal Core Quality Architecture Integration Framework
- CSA-2188 Universal Core Performance Architecture Integration

Framework

- CSA-2178 Universal Core Risk Architecture Integration Framework

- CSA-2168 Universal Core Decision Architecture Integration Framework
- CSA-2158 Universal Core Knowledge Architecture Integration Framework
- CSA-2149 Universal Core Information Architecture Integration

Framework

- CSA-2130 Universal Core Resource Architecture Integration Framework
- CSA-2120 Universal Core Service Lifecycle Integration Framework

It establishes the Workforce Development domain within the Universal Core Human Capital Management Architecture, providing enterprise standards for education, training, competency management, leadership development, knowledge transfer, and continual workforce capability improvement.

Editorial Guidance

Workforce development should build an adaptable, highly capable organization through structured learning, leadership cultivation, and continual knowledge growth. Civic Stations should invest in lifelong learning to strengthen mission performance, organizational resilience, and public trust.

End of CSA-2254

Appendix A Universal Core Architecture Map

Title: Appendix A — Universal Core Architecture Map

Purpose: Show how the publication layers relate without combining their documents.

Relationship to Universal Core: This map is a publication-support view of the architecture described by CSF-0006, CSF-0017, CSF-0018, and CSA-002.

FOUNDATION LAYER

CS standards define Civic Station fundamentals. CSF documents explain the library's purpose, organization, navigation, publication, and stewardship.

CS + CSF | v

ARCHITECTURE LAYER

CSA documents map systems and provide reusable framework families.

| v

OPERATIONS LAYER

OM documents provide practical manuals for roles, programs, services, and recurring work.

| v

REFERENCE LAYER

Indexes, glossaries, appendices, and navigation guides help users select documents without changing their identities.

| v

PRINT AND DIGITAL PACKAGES

Packages are selected distributions of the same independent modules. A city packet, library collection, or print binder is a view of the archive, not a new combined source document.

AUTHORITY AND DERIVATION

- Source documents remain authoritative.
- Metadata describes source documents.
- Indexes point to source documents.
- Print packages reproduce source documents.
- Historical versions remain separate.
- Reserved identifiers remain empty.

Archive Information:

Official Archive: https://xvf97n.s.gy/UniversalCore

Contact: universalcorecivics@gmail.com

- Civic Station Foundation Understanding Civic Systems

CSF-0005

Civic Station Foundation Understanding Civic Systems

Purpose

The Civic Station Foundation Understanding Civic Systems document introduces the basic concept of civic systems and explains why communities benefit from understanding how different systems interact.

Communities are not built from a single organization or service. They are networks of connected people, institutions, resources, responsibilities, decisions, and activities that work together over time.

Understanding these connections helps individuals and organizations identify opportunities for cooperation, improvement, and responsible participation.

What Is a Civic System?

A civic system is a collection of connected activities, responsibilities, organizations, resources, and processes that support the needs and functions of a community.

Examples include:

- Government systems
- Infrastructure systems
- Public safety systems
- Education systems

- Health systems
- Economic systems
- Environmental systems
- Community support systems

Each system has its own responsibilities, but systems often depend on one another.

Why Understanding Systems Matters

Many community challenges are not caused by a lack of effort. They may result from:

- Poor communication
- Unclear responsibilities
- Limited coordination
- Missing information
- Resource challenges
- Lack of shared understanding

Understanding systems helps communities ask better questions:

- Who is responsible?
- What resources are available?
- How does this connect to other systems?
- What information is needed?
- How can improvement be measured?

Communities as Connected Networks

A community can be viewed as a network:

People ↓ Families and Neighborhoods ↓ Organizations and Institutions ↓ Local Government ↓ Regional and State Systems ↓ National Systems

Each level influences the others.

Strong communities recognize these connections and encourage cooperation between different parts of the network.

The Role of Civic Knowledge

Civic knowledge helps people:

- Understand responsibilities
- Participate effectively
- Communicate clearly
- Identify solutions
- Collaborate with others
- Make informed decisions

Civic knowledge is not only about government. It is about understanding the systems that allow communities to function.

The Role of Stewardship

Civic stewardship means responsibly caring for the systems that support a community.

Stewardship includes:

- Learning how systems work
- Supporting responsible decisions
- Maintaining resources
- Encouraging cooperation

- Improving conditions for future generations

Everyone can contribute to civic stewardship.

Using the Universal Core

The Civic Station Universal Core organizes civic systems into understandable reference frameworks.

Users may explore:

- How systems are structured
- How responsibilities are organized
- How plans are developed
- How operations function
- How performance is evaluated
- How improvements are made

The goal is not to create complexity.

The goal is to make complexity easier to understand.

A Shared Reference

Civic Station Universal Core provides a common reference language so that different groups can communicate more effectively.

Citizens, organizations, institutions, and leaders may approach problems from different perspectives, but shared understanding creates opportunities for cooperation.

Archive Information

Official Archive: https://xvf97n.s.gy/UniversalCore

Contact: universalcorecivics@gmail.com

Document Information

Document ID:

CSF-0005

Series: Civic Station Foundation

Version: Universal Core Architecture Edition 1.0

Version Publication Foundation Development Edition

Reference and Library Connections

Glossary and Term Locator

Workforce
: See the source modules and topic finder for uses of this term.

Capability
: See the source modules and topic finder for uses of this term.

Framework
: See the source modules and topic finder for uses of this term.

Architecture
: See the source modules and topic finder for uses of this term.

Csa
: See the source modules and topic finder for uses of this term.

Development
: See the source modules and topic finder for uses of this term.

Systems
: See the source modules and topic finder for uses of this term.

Organizational
: See the source modules and topic finder for uses of this term.

Planning
: See the source modules and topic finder for uses of this term.

Integration

See the source modules and topic finder for uses of this term.

Governance
: See the source modules and topic finder for uses of this term.

Should
: See the source modules and topic finder for uses of this term.

Management
: See the source modules and topic finder for uses of this term.

Operational
: See the source modules and topic finder for uses of this term.

Topic and Source Finder

- Operational Capability Development Systems Handbook
- Operational Enterprise Capability Mapping Systems Handbook
- Operational National Civic Capability Management Systems Handbook
- Operational National Civic Capability Architecture Systems Handbook
- Universal Workforce Management Framework
- Universal Core Workforce Governance Framework
- Universal Core Workforce Planning Framework
- Universal Core Workforce Development Framework
- Appendix A Universal Core Architecture Map
- - Civic Station Foundation Understanding Civic Systems

Related Publications

- Public Administration Core (CSUC-PSP-002)
- Program and Performance Management (CSUC-PSP-005)
- City Hall Core (CSUC-INS-001)
- Public Service Agency Starter (CSUC-PSP-001)
- Civic Station Foundations (CSUC-FND-001)
- Core Reference Edition (CSUC-REF-001)

Archive Connection

The Civic Station source archive remains the source record for this publication and the larger library.

Edition Information

CSUC-PSP-006
Civic Station Universal Core
English-language publication master

What to Read Next

Continue with a related publication above or consult the complete library catalog for another pathway.